

## From the Acquisition Support Center Director



**M**any of you have spent the last year in a whirlwind of activity for the U.S. Army before, during and after *Operation Iraqi Freedom*. I appreciate the energy, creativity and dedication you put forth for

our warfighters. Now it is time to replenish your own intellectual stores. As your mission allows, I hope you will schedule time to attend training, a professional conference or seminar, or undertake self-study. To find a course of study right for you, go to the Acquisition Support Center's (ASC) *Acquisition Education, Training & Experience* catalog at <http://asc.army.mil/pubs/aete>. The discoveries you make while learning enable you to better research, manage, develop, test, evaluate, contract, field and sustain our warfighting systems as we help transform an entire Army for the future good of our great Nation.

ASC recently celebrated its first anniversary as a field-operating agency formed under the Assistant Secretary of the Army for Acquisition, Logistics and Technology (ASAALT). ASC has accomplished much over the past year and I would like to share just a few of the team's numerous contributions.

### U.S. Army Acquisition Workforce Campaign Plan.

The Campaign Plan was an initiative developed to ensure that the Acquisition, Logistics and Technology (AL&T) Workforce is responsive to Army requirements, sized and trained properly and equipped with the right tools to support the Army's transformation. This initiative includes three strategic objectives: (1) Strengthen the relationship between the AL&T Workforce and the operational Army, the warfighter; (2) Ensure that ASC provides a clearly defined environment that offers career opportunities and leadership development at all levels; and (3) Ensure that the AL&T Workforce remains technically competent and responsive to the Army's current

and future transformation needs. The full plan, with current and future action items, can be viewed at <http://asc.army.mil>.

**ASC Communication and Outreach Plan (COMPLAN).** An overarching ASC COMPLAN was developed and implemented by our new Strategic Communications Division to directly support ASC programs, missions, goals and initiatives. Effectively communicating ASC's messages to its target audiences is critical to the success of our collective missions. Implementing a comprehensive communication and outreach plan, carefully aligned with a sound branding strategy was a priority endeavor during FY03. Brand recognition, messaging and high-quality communications, to include a massive ASC Web site redesign and a larger tradeshow presence at the October 2003 Association of the United States Army (AUSA) Annual Meeting, all served to get specific ASAALT, DACM, AAC and ASC messages out to greater target audiences and will continue to be of utmost importance in FY04.

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**Program Executive Office (PEO) Reorganization.** ASC played a key role in PEO and Project Manager (PM) reorganization of PEO Simulation, Training and Instrumentation; PEO Soldier and JPEO Chemical and Biological Defense. This reorganization established a total of 12 PEOs. Additionally, ASC absorbed nearly 1,000 new faces and spaces from Army Materiel Command as a part of this reorganization.

**Expanded Resource Stewardship for ASC.** ASC's responsibility for resources has also expanded both as a direct result of the PEO

reorganization as well as for the administration and oversight for Global War on Terrorism funding. ASC's total Operation and Maintenance (OMA) funding alone grew from \$367 million at the beginning of FY03 to more than \$2.2 billion by the end of FY03. When considering OMA funding, ASC is now the Army's 6th largest MACOM, with expectations being that ASC will continue to take on an even greater funding role as the Army transforms for the future.

**PM Post-Utilization Task Force.** ASC identified problems associated with the post-utilization of civilian product and project managers. To date, 24 actions have been formulated and ASC is implementing solutions.

See "Update: AAC Civilian PM and Post-Utilization Task Force" in the September-October 2003 *Army AL&T* magazine, page 8.

**Uniformed Army Scientist and Engineer (UAS&E) Program.** The Army is in the midst of establishing a truly remarkable program leveraging the collective intelligence and experience of select Army officers for scientific, engineering and leadership positions. The UAS&E is a subset of the Army Acquisition Corps (AAC) Area of Concentration (AOC) Functional Area (FA) 51S (Research and Engineering). The ASAALT announced the program Aug. 4, 2003, and inducted the initial cadre of officers during a ceremony at the United States Military Academy, West Point, NY, on Oct. 1, 2003.

**Army AL&T Magazine Redesign.** *Army AL&T* magazine was totally redesigned to modernize it as a delivery platform for AAE/ASAALT, DACM, AAC, ASC and AL&T Workforce information relative to processes, procedures, techniques and management philosophy. The magazine will continue to disseminate information pertinent to professional development, but do so in a more eye-catching, reader-friendly layout and design.

**Army Acquisition Lessons Learned Management System (ALLMS).** The Acquisition Branch of the Center for Army Lessons Learned transitioned this past summer from Fort Leavenworth, KS, to Fort Belvoir, VA. ALLMS' mission is to provide relevant lessons learned to the AL&T Workforce and provide a Web-based tool to record and query lessons learned in Army acquisition, logistics and technology. This effort succinctly aligns with the U.S. Army Acquisition Workforce Campaign Plan objectives and initiatives, and can be accessed via the ASC Web site portal or directly by pasting this address into your browser: <http://acquisitionll.leavenworth.army.mil/>. A searchable version of ALLMS is projected to be online and available to the AL&T Workforce by Spring 2004.

**ASC Web Site Redesign.** ASC's Web site provides user-friendly navigation and encompasses the goals and structures that make up the organization. Site visitors noticed the striking bronze and green design of the

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newly branded site, <http://asc.army.mil>, which reflects the dynamic face of the AL&T Workforce and reinforces ASC's ongoing support to warfighters and acquisition professionals. Also, our home page was streamlined to focus on the latest acquisition-related news and events impacting the AAC and ASC communities.

**Human Capital Strategic Plan (HCSP).** Human Capital Strategic Planning is a top priority because of DoD downsizing, an aging AL&T Workforce and minimal new hires into Army acquisition career fields. The HCSP's goals include open communication between the Office of the Secretary of Defense (OSD) and the Components and a commitment to provide a valuable product that can be used to shape the workforce. The 2003 cycle focused on two career fields of interest to OSD:

Systems Engineering and Life Cycle Logistics. The HCSP working group estimated current inventory and future desired distribution in FY08 for these two career fields, and will continue to assess such factors across the AL&T Workforce.

**CP-14 Intern Program.** ASC reengineered and implemented the CP-14 Management Development (Intern) Program. Also, the Army Civilian Training, Education and Development System (ACTEDS) Plan was revised for CP-14.

**2003 Acquisition Senior Leaders' Conference.** The conference, held Aug. 12-14 in Seattle, WA, attracted more than 300 participants.

The conference theme was "Strengthening Our Link with the Warfighter." Conference attendees visited Fort Lewis, WA, and observed demonstrations by the Stryker Brigade and other Army PEOs/PMs.

**2003 Army Acquisition Workforce Conference.** ASC conducted its annual conference Feb. 10-13, 2003, at Trump's Marina Hotel in Atlantic City, NJ. This year's theme was "Reenergizing and Revitalizing the AL&T Workforce."

**ASC Tradeshow Multimedia Kiosk/Booth.** A multimedia kiosk was developed for the AUSA Annual Convention in October 2003 and will be the centerpiece for future AAC/ASC tradeshow, recruiting event and workshop participation. The kiosk, which can be set on auto run

or interactive modes, includes acquisition good news stories (audio and pictures); facts, "did you know" information and quotes; a quiz section that tests the individual's knowledge of acquisition-related topics and career management issues; a personal quiz that can be tailored to the event with the outcome downloaded for review; and a high-energy, Soldier-centric ASC video was using the theme, "People, Teamwork, Partnership, Leadership: Making a Difference Every Day." The video was introduced at this year's AAC Ball and then infused in the multimedia kiosk's design. The entire kiosk/booth design proved to be on target based on the high-volume of traffic (more than 6,000 visitors) that came to ASC's display during the 3-day convention.

**Special Workforce Buyout Authority Program.** ASC managed this program for the PEOs in FY02 and FY03, resulting in the voluntary retirements of 54 individuals in FY02 and 66 in FY03. This allowed the PEOs to restructure their workforce to meet new mission requirements, improve supervisor-employee ratios and provide for career development.

**Acquisition Career Experience (ACE) Program.** The ACE Program helps address the human capital crisis via paid, academic/government summer employment. The ACE program recruits high-potential, full-time undergraduate sophomore and junior college students into the Army's civilian AL&T Workforce. Now in its third year, the first graduating ACE students were placed non-competitively into HQDA intern and local intern programs. For organizations looking to place ACE students into upward mobility/internships or for additional information on securing ACE students for your organization during the summer months, please contact your Regional Director: [maxine.maples@amd.army.mil](mailto:maxine.maples@amd.army.mil), Southern and Western Regions; [kelly.terry@us.army.mil](mailto:kelly.terry@us.army.mil), Northeast and Central East Regions; or [kenneth.wright1@us.army.mil](mailto:kenneth.wright1@us.army.mil), National Capital and Central West Regions. For more information about ACE, visit <http://asc.army.mil/programs/ace>.

**New Assimilation.** Regional Acquisition Career Managers worked closely with newly assimilated personnel to explain AL&T Workforce requirements and benefits. They also updated the Acquisition Career Record Brief (ACRB) for many newly assimilated people and helped them draft their Individual Development Plans (IDP). Assimilation was based on Refined Packard Assimilation Guidance approved May 13, 1999, and subsequent

OSD guidance issued April 6, 2001. The ongoing assimilation being conducted by the Army has recently resulted in more than 37,000 positions being reviewed by commands, with 27,000 people being assimilated into the AL&T Workforce.

**Intermediate Level Education (ILE).** ILE's goal is to produce operations career field warfighting experts and functional area specialists capable of operating in an execution-centric environment across the full spectrum of operations. ILE provides quality, tailored education for all majors and prepares officers for success over their next 10 years of service. ASC is working toward the ILE achieving MEL 4/Joint Professional Military Education level I mandates per Title X and meeting Defense Acquisition Workforce Initiative Act level II certifications and the Army Chief of Staff's intent on leader development (The Bench). The AAC ILE approach will consist of the Army's ILE Core Course and an AAC follow-on Complement Course.



**COL Mary Fuller**

Director

Acquisition Support Center

## AHRC Notes



### SSC Selection Board Results

Results of the Senior Service College (SSC) Selection Board were released Sept. 16, 2003. The board selected 27 members of the Army Acquisition Corps (AAC) to attend SSC during academic year (AY) 04/05. Five officers were revalidated from the AY03-04 list and are not included in the selection statistics below.

The AAC had 355 officers eligible for selection, and 27 officers (7.6 percent) were selected. The overall Army selection rate was 7.6 percent. Twenty-six of the 27

selectees were former or current product managers (PMs) or acquisition commanders (ACs) (the one officer not in command was on orders to a Command Select List position). One officer retired before the release of the board's list, and that name will not be published in this article.

This SSC Selection Board was the second one held by career field. AAC officers are in the Operational Support career field. The Foreign Area Officers (FA48) are the only other functional area in this career field. Below is an overview of Acquisition Corps selectee profiles:

- 1.67 PM/AC Officer Evaluation Reports (OERs) in board file (up from 0.9 last year).
- 0.6 above-center-of-mass (ACOM) PM/AC OERs in board file.
- 81 percent of selectees had at least one PM/AC OER in board file (up from 53 percent last year).
- The average number of DA Form 67-9 OERs for the selectees was 5.4, with an average of 65.8 percent ACOM in board file.
- Selectees belonged to year groups (YGs) 82 (19 percent), YG83 (56 percent), YG84 (22 percent) and YG85 (3 percent). This year, 78 percent of the officers (up from 57.2 percent last year) were in what historically have been the "primary" year groups for the AAC (e.g., YGs 83 and 84 for this year).

Each officer selected for attendance at SSC was sent a letter from the U.S. Army Human Resources Command (AHRC)-Alexandria Acquisition Management Branch (AMB) explaining how to access the AHRC Officer Career Management Knowledge Center. The letter also contains a synopsis of each SSC and fellowship available. Officers will provide their preferences for SSC online through the Knowledge Center. Selectees may choose to attend resident SSC, enroll in the Army War College Distance Education Program for AY 04/05 or decline. SSC selectees normally attend the Army War College, the Air War College, the Acquisition Fellowship at the University of Texas (UT)-Austin, or the Industrial College of the Armed Forces (ICAF). The latter three have limited seats. ICAF and UT-Austin tend to be the two programs for which we have more officers wanting to go than seats available. ICAF has special considerations: officers who are already a Joint Service Officer and have been awarded an additional skill identifier of 3L are ineligible to attend, and 50 percent +1 of attendees (by branch) must go to a joint position

immediately following school. Therefore, it is very important selectees give as much consideration to their second and following choices as they do to their first choice.

The SSC alternate list is not published. However, officers who were selected as alternates will receive a letter informing them of their status in the December timeframe. AMB will only be given the list of officers who are considered high alternates. High alternates are those officers who are most likely to be activated to attend SSC. AMB does not expect to receive the high alternate list until mid-December 2003 or January 2004.

The names of the selectees and revalidated officers are listed below:

Bass, James D.  
 Bass, Joseph L.  
 Bedell, Cynthia M.  
 Besch, Thomas M.  
 Billington, Robert B.  
 Carpenter, Robert C.  
 Coffman, Thomas D.  
 Cottrell, Daniel T.  
 Cunnane, John L.  
 Dukes, Beatrice S.  
 Edwards, Keith R.  
 Ellis, Carl M.\*  
 Fletcher, James P.  
 Gallagher, Daniel J.  
 Giunta, Joseph A. Jr.  
 Kunkel, George D.  
 Lamb, William L.\*  
 Lambert, Charles S.  
 Lockhart, David E.  
 Manning, Barry G.\*  
 McGuiness, John J.  
 Miller, Scot C.  
 O'Day, Sean P.  
 Rice, David J.\*  
 Ross, Christopher M.  
 Shifrin, Scott E.\*  
 Stockel, Eugene F.  
 Turner, Thomas E. Jr.  
 Wilson, Jeffrey K.  
 Winters, Brian C.  
 Yacovoni, Philip M.

\* Revalidated from AY 03/04 SSC List